

**KLIF(AM), KTCK(AM), KTCK-FM, KPLX(FM), KLIF(FM),
WBAP(AM), KSCS(FM) and employees at KESN(FM)¹
EEO PUBLIC FILE REPORT
April 1, 2014-March 31, 2015**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive #1	1-7, 11-19, 21, 23, 24, 26-31, 33, 34, 38, 40, 42, 44, 45	3
Anchor/Reporter WBAP	1, 2, 4, 5, 7, 9 – 19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 44, 45	4
Digital Director	1, 2, 4-7, 9, 11 – 19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	2
Program Director KSCS	1, 2, 4-7, 9, 11 – 19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45	4
Account Executive #2	1-7, 9, 11-19, 21, 23, 24, 26-31, 33, 34, 38, 40, 42, 44, 45	4
Account Executive #3	1-5, 7, 9, 11-19, 21, 23, 24, 26-31, 33, 34-38, 40, 42, 44, 45, 47, 48	3
Account Executive #4	1-7, 9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	4
Production	1-5, 7, 9-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 48	2
Account Executive #5	1-7, 9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45	5
Account Executive #6	1-7, 9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45	4
Account Executive #7	1-5, 7-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	4
Program Director KLIF-FM	1-5, 7, 9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45	4
Digital Sales Manager	1, 2, 4, 5, 7-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 53	42
Local Sales Manager WBAP/KLIF-AM	1-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	4
Sports Anchor KTCK	1, 2, 4, 6-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52, 54	4
Promotions Coordinator KSCS/KPLX	1-4, 6-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	2
Account Executive #8	1-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	6
Account Executive #9	1-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	4
Assistant Business Manager	1-4, 7-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	3
Account Executive #10	1-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	4
Account Executive #11	1-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47	2
Account Executive #12	1-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 47, 50-52	4
Producer KLIF-AM	1, 2, 4, 7, 8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	34
Anchor/Reporter WBAP/KLIF-AM	1, 2, 4, 7-9, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	4
On-Air KPLX	1, 2, 4, 7, 8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	21
Promotions Director KPLX/KSCS	1, 2, 4, 7, 8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	4

¹ Station KESN is subject to a Local Programming and Marketing Agreement dated October 8, 2013, between Susquehanna Radio Corp. (Programmer) and KESN Assets, LLC (Licensee).

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
On-Air KLIF-FM	1, 2, 4, 7, 8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	4
Account Executive #13	1-4, 7, 8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	3
Account Executive #14	1-4, 7, 8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	4
Account Executive #15	1-4, 7, 8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	2
On-Air KLIF-FM	1, 2, 4, 6-8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	4
On-Air KSCS	1, 2, 4, 6-8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	4
Account Executive #16	1-4, 6-8, 11-19, 21, 23, 24, 26-31, 33, 34, 36, 38, 40, 42, 44, 45, 50-52	42

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Business Managers BM@cumulus.com	No	0
2	Station Website Postings (<i>one or more SEU stations</i>)	No	25
3	On-Air Announcements (<i>one or more SEU stations</i>)	No	25
4	Word-of-Mouth Referral	No	68
5	Walk-in/Self-Referral	No	5
6	SEU Job Fair(s)/Open House(s) (<i>see Section III</i>)	No	6
7	Internal Posting	No	10
8	Veteran Employment Service US Department of Veterans Affairs 4500 South Lancaster Road Dallas, TX 75216 Shanda Banks 214-783-1281 Shanda.Banks2@va.gov Rachelle Alexander 214-735-4201 Rachelle.Alexander@va.gov	No	0
9	Ohio Center For Broadcasting 5330 East Main Street, Suite 200 Columbus, OH 43212 614-245-0555 Gary James, Placement.columbus@beonair.com Alvis Moore, Placement Director amoore@beonair.com	No	0
10	Texas Workforce Commission 2922 MLK Boulevard Dallas, TX 75215 214-421-2460 Sally Nelson www.twc.state.tx.us	No	1
11	Greater Asian Chamber of Commerce 11171 Harry Hines Boulevard, #115 Dallas, TX 75229 972-241-8250 Gal Jumaoas (gal@gdaacc.com)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Dallas Black Chamber of Commerce 2838 MLK Boulevard Dallas, TX 75215 214-421-5200 Carmen Humble (chum@dbcc.org)	No	0
13	Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, #207 Dallas, TX 75219 214-521-6007 Paula Rosas (prosas@gdhcc.com)	No	0
14	Texas Christian University/tcu.edu PO Box 297300 Ft. Worth, TX 76129 817-257-5572 Bethany Kilgore- b.kilgore@tcu.edu Jessica Cates- j.cates@tcu.edu	No	0
15	Southern Methodist University/smu.edu Hegi Family Career Development Center PO Box 750256 Dallas, TX 75275-0256 214-768-2266 214-768-4292 (fax) recruit@smu.edu Alicia Love - atlove@smu.edu	No	0
16	University of Dallas/udallas.edu 1845 E. Northgate Drive, Carpenter Hall, Room 141 Irving, TX 75062-4736 972-721-5131 972-721-5044 (fax) Harriet H. Cousins career@udallas.edu	No	0
17	DeVry University 4800 Regent Boulevard Irving, TX 75063-2439 972-929-6777 Joan Long- jlong@devry.edu Saundra Lohr - slohr@devry.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Dallas County Community College District Notification includes all colleges listed below: DCCCD Dept Email – bhcjobs@dcccd.edu El Centro College – elcentrocollege.edu Eastfield College – eastfieldcollege.edu Northlake College – northlakecollege.edu Mountain View College – mountainviewcollege.edu Brookhaven College – brookhavencollege.edu Richland College – richlandcollege.edu Cedar Valley College – cedarvalleycollege.edu Adam Clawson – adamc@dcccd.edu Crystal Larthridge – clarthridge@dcccd.edu Francienne Amynard – fmaynard@dcccd.edu Juanita Hancock-Dickey – jhancock-dickey@dcccd.edu Mike Alford – malford@dcccd.edu Mike Henderson – mhenderson@dcccd.edu Patsy Caropresi – pcaropresi@dcccd.edu Warren Osby – wosby@dcccd.edu	No	0
19	Greater Austin Chamber of Commerce 5407 North IH 35, Suite 304 Austin, TX 78723 512-459-1181 www.austinbcc.org admin@austinbcc.org	No	0
20	League United Latin American Citizens (LULAC) 9090 Lake Carolyn Parkway, #1700 Irving, TX 75039 214-219-2133 Joe Campos (jcampos@lulac.org) Closed – 8/28/13	No	0
21	All Access Website www.allaccess.com	No	14
22	Media Staffing Network info@mediastaffingnetwork.com	No	0
23	University of Texas at Dallas/utdallas.edu UTD Career Center PO Box 830688, MC-16 Richardson, TX 75083-0688 972-883-29443 972-883-2431 (fax) Nakoya Moss recruit@utdallas.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	University of Texas at Arlington/uta.edu PO Box 19156 Arlington, TX 76019-0156 817-272-2932 817-272-5792 (fax) Barbara Peet, Director of Career Services careers@uta.edu Nicole Caron – caron@uta.edu Nikki Dickens – nikki@uta.edu	No	0
25	Ft Worth Metropolitan Black Chamber of Commerce 1150 South Freeway, Suite 211 Ft. Worth, TX 76105 817-871-6538 817-332-6438 (fax)	No	0
26	The Art Institute of Dallas Two Northpark East 8080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1213 Holly Doncaster – Contact: hdoncaster@aai.edu Melody Bunche – mbunche@aai.edu Laurie Garner (FW) – lgarner@aai.edu	No	0
27	Texas Women's University 304 Administration Drive PO Box 425589 Denton, TX 76204 940-TWU-2000 Sherri Williams - careers@twu.edu	No	0
28	University of North Texas 1155 Union Circle #311277 Denton, TX 76203-5017 940-565-2000 Dan Naegeli- naegeli@unt.edu	No	0
29	Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott - career@austincollege.edu	No	0
30	Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill - Marion@dbu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Tarrant County College 817-515-8223 Northeast Campus (necareerservices@tccd.edu) 828 West Harwood Rd., Hurst, TX 76054-3299 Northwest Campus (nw.ccareerservices@tccd.edu) 1500 Houston St, Ft. Worth, TX 76102 South Campus (monica.bettle@tccd.edu) 5301 Campus Drive, Ft. Worth, TX 76119 Southeast Campus (secareerservices@tccd.edu) Tracy Williams tracy.williams@tccd.edu Gina Maloy - gina.maloy@tccd.edu 2100 Southeast Pkwy, Arlington, TX 76018	No	0
32	American Women In Radio & Television Website www.awrt.org	No	0
33	Greater Dallas Indo-American Chamber of Commerce 5930 LBJ Freeway, Suite 350 Dallas, TX 75240 214-346-9559 Info@usicoc.org	No	0
34	Texas Association of Broadcasters (TAB) 502 E. 11 th Street, Suite 200 Austin, TX 78701 512-322-9944 Craig Bean (craig@tab.org)	No	7
35	Texas Wesleyan University 1201 Wesleyan Street Ft. Worth, TX 76105 817-531-4403 HR@texwes.edu	No	0
36	Northwood University 1114 W FM 1382 Cedar Hill, TX 75104-1204 Celeste Lindell - Lindell@northwood.edu	No	0
37	Association for Women in Communications www.womcom.org pvalenzuela@womcom.org	No	0
38	Dallas Urban League (ulgdncctx.com) 4315 S. Lancaster Road Dallas, TX 75216 214-915-4600 phone 214-915-4601 fax Tonya Berry – tberry@ulgdncctx.com Katrina King – kking@ulgdncctx.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Sportscaster Talent Agency of America www.startalent.com jon@staatalent.com	No	3
40	American Broadcasting School 712 N Watson Rd, Ste. 200 Arlington, TX 76011 817-695-2474 michelle@radioschool.com	No	0
41	Dallas/Fort Worth Help Wanted www.DFWhelpwanted.com	No	0
42	Indeed Website www.indeed.com	No	11
43	Inside Radio Website www.insideradio.com	No	0
44	The Campus Special, LLC 3575 Koger Blvd, Suite 150 Duluth, GA 30096 770-807-7474 770-206-2289 (fax) www.Campusspecial.com Allyson@campusspecial.com	No	0
45	Everest College 300 Six Flags Dr., Suite 100 Arlington, TX 76011 817-652-7790 ext. 192 817-649-6033 (fax) www.everest.edu Kristin Suitors - ksuitors@cci.edu Julien Carney – julien.carney@zenith.org	No	0
46	Workforce Solutions- Greater Dallas 2707 N. Stemmons Frwy, Suite 150 Dallas, TX 75207 214-920-3663 www.workintexas.com	No	0
47	Linked In Website www.linkedin.com	No	4
48	SEU Facebook Pages (separate page for each station in SEU)	No	2
49	Traffic Directors Guild of America www.TDGA.org	No	0
50	Simply Hired Website www.simplyhired.com	No	0
51	Glassdoor www.glassdoor.com	No	1
52	Linkup Website www.linkup.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	The Ladders Website www.theladders.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			183

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted twenty (20) student interns from: Alabama University (1), Brookhaven Community College (1), Stephen F. Austin University (1), Tarrant Community College (1), Texas A&M University (1), Texas Christian University (1), University of Missouri (3), University of North Texas (5), University of Texas/Arlington (3), University of Texas/Austin (3). These interns assisted the Programming and Promotion Departments and “shadowed” Department managers to learn about the operations and responsibilities of each department. The student interns also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.
2	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On April 10, 2014, our WBAP Anchor/Reporter was invited to Texas Christian University to address a political science class about the relationship between politicians and the media as well as career opportunities in media reporting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host Job Fair	On September 17, 2014, our SEU hosted the "Putting Texans Back to Work" job fair at the Arlington Convention Center that included 90 potential employers and was attended by approximately 4,500 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.
4	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On November 4, 2014, our SEU's Regional Vice President/Market Manager was invited to University of North Texas to speak with one of its broadcasting classes about the industry, advertising, operations and career opportunities in radio.
5	Participate in Job Fair	On February 19, 2015, our SEU participated in the 9th Annual Sports Industry Career Fair hosted by the Dallas Stars at the American Airlines Center in Dallas. Our Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Host Job Fair	On March 18, 2015, this SEU hosted the “Putting Texans Back to Work” job fair at the Plano Convention Center that included 85 potential employers and was attended by approximately 3,500 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.
7	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 25, 2015, our SEU participated in the Southwestern Adventist University Student Tour. Our Program and Assistant Program Directors gave a group of twenty five (25) students a tour of our studios during which they talked about the industry, radio programming and operations and career opportunities in radio. The tour was followed by a question-and-answer session.
8	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 26, 2015, our KSCS/KPLX Operations/Program Manager spoke at an American Broadcasting School event, providing information about the industry, radio programming operations, and career opportunities in radio.
9	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 27, 2015, our SEU participated in the Alliance for Women-Dallas/Fort Worth Student Media Tour. A group of twenty five (25) students toured our facilities during which our General Sales Manager provided information about the industry, advertising, marketing, operations and career opportunities in radio.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 27, 2015, our WBAP/KLIF-AM Operations/Program Manager spoke to a Survey of Electronic Media class at Tarrant County College. His presentation focused on the daily workings of a news-based radio station and examined career opportunities in radio.

